

Fire Department of Mt. Juliet

Annual Report

2018



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<https://www.facebook.com/mjfiredepartment/>

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***"By failing to prepare, you are
preparing to fail."***

Benjamin Franklin

1. Department at a glance

The Fire Department of Mt. Juliet (FDMJ) was formed in 2013 to provide fire, rescue, and non-transport emergency medical services to the rapidly growing City of Mt. Juliet. FDMJ was formed in response to a resolution passed by the Wilson County Commission, stating that the county would not provide any additional fire protection services to our rapidly growing city.

Prior to FDMJ's formation, the Wilson County Emergency Management Agency (WEMA) provided all emergency services within the city. Mt. Juliet had a volunteer fire department from the 1940s through the 1970s. That department was eventually absorbed by WEMA in the 1980s. WEMA continues to provide ambulance transport services in Mt. Juliet. FDMJ and WEMA assist each other through mutual aid agreements.

FDMJ is a combination (career and volunteer) municipal fire department. FDMJ entered service on September 30, 2013, with 1 station, 2 apparatus, 12 paid personnel, and over 30 volunteer personnel. We have grown to 3 stations, 2 staffed and 1 volunteer. FDMJ maintains an ISO Public Protection Class of 5. FDMJ celebrated our 5th anniversary on September 30, 2018.

Our Vital Statistics

- **Our Administration**
 - 1 Fire Chief
 - 1 Deputy Chief (part time)
 - 1 Assistant Chief of Training (part time)
- **Our Paid Line Supervisors (2 per shift)**
 - 3 Captains
 - 3 Lieutenants
- **Our Paid Firefighters (6 per shift)**
 - 12 Firefighter IIs with Engineer Cert.
 - 3 Firefighter IIs
- **Our Volunteer Staff**
 - 1 Captain
 - 3 Lieutenants
 - 1 Engineer
 - 4 Firefighter IIs
 - 3 Firefighter Is
 - 5 Fire Recruits
 - 8 Explorers
- **Our Fleet**
 - Engine 104 (2000 gpm/1000gal)
 - Squad 103 (2000 gpm/750 gal)
 - Ladder 111 (2000 gpm/500 gal/105')
 - Tower 114 (2000 gpm/300 gal/100')
 - Brush 100
 - Chiefs' 101, 102, 103
- **Our Facilities**
 - Station 1 (E-104, T-114, B-100, C-103)
104 Belinda Parkway
 - Station 2 (volunteer) (L-111)
13251 Lebanon Road
 - Station 3 (S-103)
69 East Hill Street
 - Fire Administration (C-101, C-102)

2. A Look Inward

For any organization to be credible, it must be willing to look inward and honestly identify strengths, weaknesses, opportunities, and threats (SWOT). FDMJ's Senior Staff spent time carefully looking at our department and identified the following:

Strengths:

- Motivated paid and volunteer staff.
- Staff members willing to take on extra duties and responsibilities.
- Organization isn't hampered or impeded by tradition.
- Incredible support from residents and businesses.
- Well-funded external training program.
- Use of part-time command staff provides a cost-effective leadership team.
- Department embraces a culture of safety.
- Interagency cooperation between FDMJ, WEMA, and the Lebanon Fire Department.

Weaknesses:

- No guaranteed staffing for ladder apparatus.
- No reserve apparatus.
- Over 25 percent of our emergency responses are overlapping, leaving no units available to respond to additional incidents.
- Inadequate facilities.
- Employee compensation below local market.
- Existing property tax rate does not fully fund current operations.

- Existing property tax rate does not provide revenue to construct, equip or staff a north station.
- Ladder 111 is housed in an unheated, wooden outbuilding that was not designed to house fire apparatus.

Opportunities:

- Incredible grass roots support from residents, business owners and non-profit leaders for increased services.
- Department is viewed as a good place to work because it is still new.
- Members see opportunity for advancement as the department grows to meet demands for service.
- Strong support from Vice Mayor Maness and Commissioner Abston to increase property tax rate in order to adequately fund FDMJ.

Threats:

- Call volume will continue to increase as population grows when new residential developments are completed.
- Enhanced risk to the occupants existing and planned commercial, multi-family and assisted living developments due to unstaffed ladder trucks.
- Limited career staffing may delay the response to life threatening emergencies, as FDMJ can only staff 2 engine companies.
- Limited career staffing may delay rescues above the first-floor, as FDMJ is not able to guarantee the response of a ladder truck.

- Lack of a reserve engine means that FDMJ may not be able to reach all addresses when one of the two front line engines is out of service and FDMJ is forced to use a ladder truck in place of an engine.
- Ladder 111 is subject to damage during severe weather.

3. Five Year Goals and Objectives

Item	Implementation Goal
Implement pre-fire planning program.	FY 2019 / 2020
Address pay compression / pay parity issues affecting officers.	FY 2019 / 2020
Implement company based "courtesy inspection" program.	FY 2019 / 2020
Train all personnel and equip all apparatus for operations in mid-rise occupancies.	FY 2019 / 2020
Replace all 2013 PPE (10-year total lifespan)	FY 2019 / 2020 (begin)
Replace all APX 7000 Radios	FY 2020 / 2021 (begin)
Construct / open north fire station (Facility, Personnel, Apparatus)	FY 2020 / 2021 (begin)
Convert part-time Deputy Chief to FTE	FY 2021 / 2022
Replace center station	FY 2022 / 2023
Convert part-time Assistant Chief to FTE	FY 2022 / 2023
Hire 1 FTE to serve as Fire Codes Enforcement Officer	FY 2022 / 2023
Replace current SCBA fleet (no longer in production)	FY 2022 / 2023

"Someone's sitting in the shade today because someone planted a tree a long time ago."

Warren Buffett

Funding Shortfall / Revenue Generation

FDMJ currently addresses its financial needs by carefully managing a Board of Commissioners (BOC) approved annual budget, which allows access to the balance remaining in the Emergency Services Fund (ESF). That fund balance exists because property taxes were collected for several years prior to the formation of the fire department. The ESF balance is decreasing each fiscal year to cover the deficit brought on by growth. The growth is represented by an increased number of service calls, BOC approved

expansion from 1 to 2 career stations and the additional personnel needed to address those increases. The Mt. Juliet Finance Director estimates that the ESF fund balance will be depleted in late 2019

FDMJ and City Leaders agree that Mt. Juliet needs a third staffed fire station, located in north Mt. Juliet. Opening an additional fire station will require funding to hire 15 additional shift employees, purchase and equip a fire engine, and construct / furnish a fire station. In addition, FDMJ's current Station 3 is outdated, contains numerous electrical and structural issues, and is not compliant with any current fire station design standards.

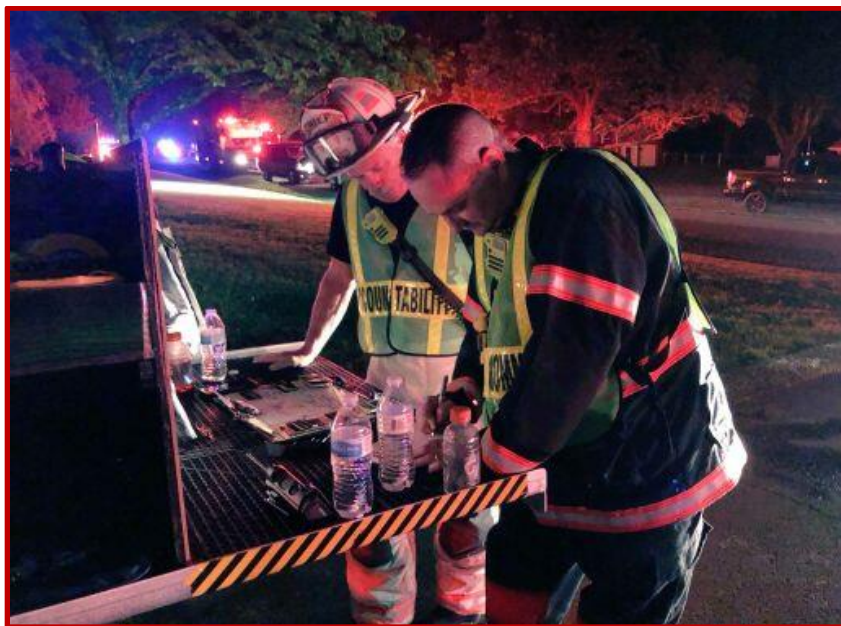
In an effort to reduce FDMJ's budget deficit, FDMJ leadership has pursued several initiatives to bring in revenue. In 2017, with approval from the BOC, FDMJ began billing insurance companies for some calls for service, including auto accidents, vehicle fires

Our Funding

- **FY 2019 / 2020 Budget
\$2,648,483.00**
- **FY 2019 /2020 Payroll
\$1,923,333.00**
- **FY 2019 / 2020 Revenue
\$2,082,219.00
(budgeted)**
- **FY 2019 / 2020 Deficit
\$566,264.00
(budgeted)**
- **Current Property Tax
Rate
\$.1664 / \$100.00 value**
- **Each penny from tax =
\$113,094.59**

and structure fires. In 2018, the BOC passed an “Adequate Facilities Fee”, which generates one-time revenue from new commercial occupancies.

Finally, FDMJ continues to receive several small donations from local businesses. FDMJ did pursue several larger grant opportunities; however, none were awarded. Those efforts will assist with meeting minor financial needs, but they will not solve FDMJ’s budget deficit or support current obligations and expenses. Furthermore, fees, donations and grants will not provide the funds necessary to expand operations to a third station.



“Leadership is not about titles, positions, or flow charts. It is about one life influencing another.”

John C. Maxwell

Significant Incidents

- **03/08/2018 @ 20:06 806 Crystal Court House Fire / Mutual Aid**

FDMJ assisted WEMA with a challenging house fire. Sadly, one adult civilian male died as a result of this fire. Early structural collapse of the first-floor hampered operations.

- **04/05/2018 @ 01:28 248 Paradise Drive House Fire**

FDMJ responded to a fully involved house fire. Operations were hampered by a lack of fire hydrant coverage in that area of the city.

- **06/10/2018 @ 09:33 1467 Clemmons Road Cabin Fire**

FDMJ responded to a two-story cabin on fire. The fire was caused by a lightening strike. Numerous antiques were saved and the fire was contained to the roof assembly.

- **06/22/2018 @ 20:04 605 Hillview Drive House Fire**

FDMJ responded to a fire in a residence. The fire was contained to one bedroom and a small portion of the attic. Numerous contents and belongings were saved.

- **07/02/2018 Buckhead Trail Childbirth**

FDMJ E-104 and WEMA M-101 assisted the with the delivery of a healthy newborn. E-104's crew consisted of Captain Nick Ford, Engineer Mark Chasteen, and Engineer Brandon Robertson.

- **07/27/2018 Old Lebanon Dirt Rd. Animal Rescue**

FDMJ, MJPd, Mt. Juliet Public Works, and Mt. Juliet Animal Care & Control worked together to safely rescue a dog that had fallen into a sink hole and had been trapped for many hours.

- **08/17/2018 @ 08:25 13340 Lebanon Road Shopping Center Fire**

FDMJ responded to a strip shopping center fire and found one unit heavily involved in fire. The fire was contained to the unit of origin and most other businesses in the shopping center were able to reopen the same day.

- **08/20/2018 @ 05:59 Edinburg Street Childbirth**

FDMJ Chief 101, S-103 and WEMA M-41 assisted the with the delivery of a healthy newborn. S-103's crew consisted of Lt. Brent Blamires, Engineer Kenny Hudson, and Engineer Jeff Adam.

- **09/05/2018 @ 06:39** **717 Arbor Springs Drive** **Garage Fire**

FDMJ responded to a house fire. A working fire was found in the garage. Fire and smoke damage were limited to the garage.

- **09/06/2018 @ 21:48** **153 Faulkner Lane** **House Fire**

FDMJ responded to a house fire. On arrival, fire was through the roof above the bonus room. The fire was contained to the bonus room and attic space above.

- **12/08/2018 @ 07:48** **810 Nonaviille Road** **Clubhouse Fire**

FDMJ responded to the former Windtree Golf Course Club House. The structure was fully involved and had already collapsed prior to the arrival of FDMJ crews. Operations were hampered by a lack of fire hydrants.



Did you know?

Every 24 seconds, a fire department in the United States responds to a fire somewhere in the nation. A fire occurs in a structure at the rate of one every 63 seconds, and a home fire occurs every 88 seconds (NFPA).

4. Incident Statistics

Total Responses	2692
Total Fire Incidents	992
Total Structure Fires	11
Total Medical Incidents	1700
Total Incidents - Station 1's Territory	1433
Total Incidents - Station 3's Territory	1246
Pre-Incident Property Value	\$6,144,998.00
Value of Property Saved	\$3,361,334.00
Civilian Fire Related Deaths	0
Average Response Time - City Wide	6:26
Total Overlapping Calls	671 / 24.93%
E-104 Total Responses	1050
S-103 Total Responses	1028
L-111 Total Responses	70
T-114 Total Responses	108
B-100 Total Responses	105
Chief 101 Total Responses	106
Chief 102 Total Responses	64

Mt. Juliet has seen rapid growth in both residential and commercial occupancies. Rapid growth can be a double-edged sword. Although the city, including the fire department, benefit from increased revenue, emergency services have been taxed by increased demands for service. Call volumes typically increase before additional revenue is received.

The chart below lists the top 10 occupancies / complexes / locations measured by FDMJ Calls for Service in 2018.

Rank	Common Place Name	Address	Calls for Service
1	Del Webb Community	Multiple locations	120
2	Providence Market Place	401 S. Mt. Juliet Road	110
3	Interstate 40	MM 222.8 to MM 230	90
4	Rutland Place Assisted Living	435 NW Rutland Road	81
5	Maristone Nursing Home	140 Providence Trail	68
6	Carrick Glen Nursing Home	100 Carrick Court	50
7	Century Apartments	2500 Aventura Drive	39
8	Stoner Creek Apartments	119 Belinda Parkway	34
9	Providence Place Nursing Home	1020 Charlie Daniels Pkwy.	29
10	Paddock's Shopping Complex	300 Pleasant Grove	28

5. Notable Events / Accomplishments

- **February:** Wilson County Structural Task Force 504, consisting of FDMJ, WEMA, and the Lebanon Fire Department, provided fire protection coverage to the City of Lawrenceburg, for 24 hours, while their members mourned the Line of Duty Death of Engineer Jason Dickey.
- **May:** FDMJ opened our Fire Administration Offices at Meridian at Providence. The facility was made possible through the leadership of Commissioner Brian Abston and the generosity of Rochford Construction.
- **June:** Six puppies were left at Station 1. All six were taken great care of by Mt. Juliet Animal Care & Control. One puppy, Probie, was adopted by FDMJ Engineer Jordan Hastings.
- **August:** FDMJ led an ad-hoc structural task force, consisting of FDMJ, WEMA, Lebanon Fire Department, and the Lawrenceburg Fire Department, that provided fire protection coverage to the City of LaVergne, for two days, while their members mourned the Line of Duty Death of Fire Chief Rick McCormick.
- **August:** The City of Goodlettsville assisted FDMJ during a time of critical need by loaning us an engine while both E-104 and S-103 were out of service for mechanical issues.
- **August:** E-104 was upgraded to "Squad" status with the addition of Rescue Jacks, a Spreader, a Cutter, and a ram. All equipment mounting was done in house.
- **September:** FDMJ celebrated our 5th Anniversary of operational service.
- **September:** 14 FDMJ members participated in the 9-11 Memorial Stair Climb, held in downtown Nashville.
- **September:** Deputy Chief Chris Allen deployed to Florence, SC, as part of a Five Person *Logistics Support Team*, assisting with delivering relief supplies to those affected by Hurricane Florence.
- **October:** FDMJ supported the Firehouse Expo by providing apparatus to assist with HOT Training Evolutions at the Nashville Fire Training Center.
- **Promotions / New Hires**
 - ❖ Engineer Brent Blamires was promoted to the rank of Lieutenant.
 - ❖ Lt. Ryan Benson was promoted to rank of Captain and assumed responsibility for managing our volunteer staff.

- ❖ Engineer Jordan Hastings (from Smyrna FD) was hired as a fulltime employee.
- ❖ FFII Michael Moore (from WEMA) was hired as a fulltime employee.
- ❖ FFI Callie Minton (FDMJ volunteer) was hired as a fulltime employee.
- ❖ FFI Shaun Tucker (FDMJ volunteer) were hired as a fulltime employee.
- ❖ Rebecca Baurenfiend, Jacquelyn Hassler, and Josh Hanson were selected as new volunteer fire recruits
- ❖ Volunteer Firefighter Wesley White returned to active service after a leave of absence.
- ❖ Lt. David Combs assumed the role of Lead Explorer Advisor.

- **Facilities and Equipment**

- ❖ FDMJ made several upgrades to Station 3, including replacing the HVAC system, adding PPE storage racks, and adding additional restroom facilities.
- ❖ FDMJ made multiple equipment upgrades, including purchasing: improved Air Monitoring Equipment; 1000' of lighter weight LDH; three APX 8000 Radios; twelve sets of turnout gear; four Intake Valves; and high visibility front bumper attack lines



6. Community Risk Reduction Program

Although impossible to quantify, the most successful emergency response is the one that never happens. FDMJ places significant emphasis on preventing emergencies from happening through our Community Risk Reduction (CRR) Program. FDMJ's CRR accomplishments would not be possible without the dedicated and tireless efforts of our members. FDMJ Lieutenant Brent Blamires leads our CRR Program. FDMJ Engineer Kenny Hudson built our CRR program from scratch and continues to devote significant time to the program, especially to our Child Passenger Safety Program. FDMJ has four certified Child Passenger Safety Technicians, including: Kenny Hudson, Mike McCleary, Max Ambriz, and Brandon Robinson.

The priorities of our CRR program are as follows:

1. Child Passenger Safety.
2. Smoke alarm installations.
3. Pre-fire planning.
4. Annual inspections of existing commercial occupancies.
5. Programs aimed at reducing incidents involving at risk populations, including children and the elderly.
6. Programs aimed at educating the general public about FDMJ (Fall Festivals, etc.).

Category	Total
Car Seat installations/ inspections	73
Smoke Detector installations	1
Fire Station Tours	21
Fire Apparatus Demonstrations / Fire Safety Talks / School Visits	34



7. Explorer Program

Since January of 2014, FDMJ has sponsored Explorer Post 246. The Explorer Programs is part of the Boy Scouts of America's Learning for Life Program. FDMJ's explorer program has been an overwhelming success. So far, five FDMJ explorers have become firefighters with FDMJ, and several others are pursuing fire service education and careers. Several paid and volunteer fire officers, firefighters, and one WEMA firefighter, donate their time to serve as Advisors for the Explorer Program. FDMJ's Explorer Program is led by Volunteer Lieutenant David Combs. FDMJ Engineer Max Ambriz, Volunteer Firefighter Austin Zumbroegel, and WEMA Firefighter Becky Null serve as Associate Explorer Advisors.

The following former FDMJ Explorers have gone on to emergency service positions:

- **Evan Kaiser:** Employed as a career firefighter with the City of Lebanon Fire Department; former FDMJ volunteer firefighter.
- **Will Tuggle:** Employed as a career firefighter with FDMJ.
- **Brandon Tarver:** Completed a Bachelor's Degree in Fire Science at Eastern Kentucky University; hired as a career firefighter with the City of Murfreesboro Fire Department.
- **Tyler Brown:** Serving as a volunteer firefighter with WEMA
- **Kade Fox:** Serving as a volunteer firefighter with FDMJ and employed as a Dispatch Supervisor for Mt. Juliet Police / Fire Communications.
- **Zach Smith:** Serving as a volunteer firefighter with FDMJ and employed as an EMT with an area ambulance service.
- **Evan Guin:** Employed as a career firefighter with WEMA; former FDMJ volunteer firefighter.
- **Ashlyn Varvel:** Employed as an Assistant Public Information Office with the Wilson County Sheriff's Office.

8. Codes Enforcement Program

In Mt. Juliet, the Fire Chief also serves as the Fire Code Official, a position commonly referred to as “Fire Marshal”. (Mt. Juliet previously had a separate Fire Code Official, however that position was eliminated by city administration.) In response, Fire Chief Luffman quickly sought training and certification to fulfill the complex and time-consuming duties of Fire Code Official.

Codes Enforcement Ordinances Approved	2
Fire Plans Reviewed	23
Fire Inspections Conducted:	112
Burn Permits Issued	211

9. Training Program

FDMJ believes strongly in the value of internal and external training. As a young organization, we are not hampered by “that is how we have always done it”. We strive to develop, hone and maintain our skills at all levels of the organization. Assistant Chief Shawn Donovan, who is employed part time by FDMJ and full-time by the City of Franklin Fire Department as a Lieutenant, leads our Training Program.

<u>Shift</u>	<u>Training Hours</u>
Administration	821
A-Shift	1703
B-Shift	1369
C-Shift	1451
Volunteer	2117
All Personnel	7460

The Tennessee Fire and Codes Academy (TFACA) recognized FDMJ for our high level of participation in TFACA training classes. FDMJ members participated in 2348 hours of training in TFACA courses between July 1, 2017 and June 30, 2018.

The chart below summarizes the new certifications earned by our members during 2018:

<u>CERTIFICATION</u>	<u>TOTAL EARNED</u>
Hazardous Materials Awareness	8
Hazardous Materials Operations	7
Firefighter I	7
Firefighter II	1
Pumper Driver/Operator	4
Aerial Apparatus Driver/Operator	6
Fire Apparatus Operator	1
Fire Instructor I	3
Incident Safety Officer	3
NFPA 1403 Live Burn Course	2
Fire Officer I	3
Fire Officer II	1
Fire Officer III	2
Fire Officer IV	1
Fire Inspector	1
Fire & Life Safety Educator I	1
TOTAL NEW CERTIFICATIONS EARNED	51

"To improve is to change; to be perfect is to change often."

– Winston Churchill

10. Annual Staff Recognition

Each December, FDMJ holds a Christmas Party / Awards Ceremony. Our 2018 event was made possible through generous donations from:

- ProCare Restoration
- Del Webb Neighborhood Watch
- Del Webb Community
- Martin's BBQ
- Rebecca Hassler
- Linn Yeager
- Rehab 23 Leadership

FDMJ Engineer Max Ambriz is the driving force behind making this event a success.

This year, we honored the following FDMJ members:

- | | |
|--|------------------------|
| • Paid Firefighter of the Year | Engineer Mike McCleary |
| • Volunteer Firefighter of the Year | FF Callie Minton |
| • Linn Yeager Award | Captain Mike Leal |
| • Dylan Adams Award | Engineer Andy Hassler |
| • Chief's Award | Lt. Jason Ross |

In 2018, the City of Mt. Juliet recognized one of our members as Employee of the Month.

- | | |
|----------------------------------|----------------------|
| • December Employee of the Month | Engineer Guy Flowers |
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